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# Servant Leadership

## Course Description

This in-depth Servant Leadership program equips leaders to inspire and empower their teams by putting people first and leading with humility, empathy, and purpose. Drawing on the principles of "Leading Like a Shepherd," participants will learn how to know their people deeply, create safe and supportive environments, and guide with both encouragement and accountability.

The course blends foundational servant leadership theory with practical application through the S.H.A.P.E. model (Strengths, Heart, Attitude, Personality, Experiences), the 7 Shepherd Principles, and modern leadership tools. Through case studies, self-assessments, and interactive activities, participants will develop the mindset and skills to remove barriers, build trust, and lead teams to higher engagement, stronger performance, and long-term success.

## Course Objectives

Understand the Core Principles of Servant Leadership:

- Define servant leadership and contrast it with traditional authority-based leadership
- Recognize the benefits of prioritizing people's growth and well-being

Apply the 7 Shepherd Leadership Practices:

- Know the condition of your flock through observation, active listening, and regular check-ins
- Discover each team member's S.H.A.P.E. to align roles with strengths and passions
- Help your team identify with you by modeling values, creating belonging, and communicating vision
- Lead with the heart of the shepherd by showing compassion, serving needs, and sacrificing for the team

Strengthen Servant Leader Competencies:

- Build trust through integrity, transparency, and follow-through
- Empower others with autonomy, responsibility, and growth opportunities
- Develop self-awareness to improve emotional regulation and communication
- Create a culture that reflects servant values and inspires high performance

Connect Servant Leadership to Organizational Outcomes:

- Link leadership style to employee engagement, retention, and performance
- Understand how leadership limits or expands organizational potential
- Identify actions to remove "weak links" and elevate team effectiveness

## Training Format Options

1-Day: Introduction to servant leadership principles, the 7 Shepherd Practices, and personal action planning

2-Day: Adds deeper exploration of the S.H.A.P.E. model, self-assessment exercises, role-play scenarios, and a strategic plan for implementing servant leadership in participants' own teams